DOCUMENT RESUME

ED 385 726 CE 069 633

AUTHOR Sacks, Marc
TITLE On-the-Job Learning in the Software Industry. Corporate Culture and the Acquisition of Knowledge.
REPORT NO ISBN-0-89930-865-1
PUB DATE 94
NOTE 216p.
AVAILABLE FROM Quorum Books, 88 Post Road West, Westport, CT 06881.
PUB TYPE Books (010)

EDRS PRICE Document Not Available from EDRS.
DESCRIPTORS Adult Education; Adult Learning; Cognitive Style; Corporations; *Experiential Learning; Job Skills; *Lifelong Learning; Occupational Information; *On the Job Training; *Programmers; Programming; *Staff Development; Work Environment
IDENTIFIERS *Organizational Culture

ABSTRACT

This book explores the world of programmers as a corporate environment and as the setting for continual learning. Chapter 1 examines the importance of on-the-job learning; the setting; a company as a learning environment; and methodology. Chapter 2 describes the work of programming. Chapter 3 examines the impact of various aspects of programmers' lives and backgrounds and shows how individuals uniquely bring these elements to bear on their jobs. Chapter 4 discusses how software workers find their way around the work environment: orientation and formal training within the new company, formal and informal introductions to the culture of their organizations, and first activities in "learning the ropes." Chapter 5 deals with both formal and informal thinking modes that computer professionals use in identifying and analyzing problems. Chapter 6 looks at written sources of information and programmers' use of their own notes. Chapter 7 examines programmers' and other computer professionals' use of people as resources for learning. Chapter 8 describes uses of the computer as an aid to learning. Chapter 9 focuses on programmers' learning of the system. Chapter 10 summarizes theoretical models germane to the learning styles of computer professionals. Chapter 11 revisits the original research questions. A set of recommendations are provided for two audiences: researchers and professionals who deal with programmers. Appendixes contain 103 references and an index. (YLB)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****